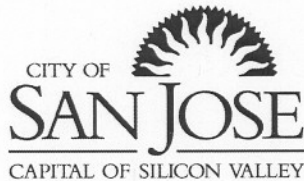


Item: 2.31
CC Agenda: 12/14/04



Memorandum

TO: City Council

FROM: Mayor Ron Gonzales

SUBJECT: Council Appointee Salary
Recommendations

DATE: December 14, 2004

Approved

Date

12/14/04

Recommendation

In October and November of 2004, the City Council completed its annual performance evaluations of all Council appointees with the exception of the Independent Police Auditor (who will be leaving the City organization at the end of this month). The objectives of the Appointee evaluation process are to:

- provide better communication to Council appointees regarding the Council's performance expectations;
- provide an opportunity for appointees to inform the Council about their accomplishments;
- focus the appointees' efforts on key Council priorities and strengthen their accountability for achieving them; and
- develop a clear relationship between performance expectations and compensation for appointees.

This effort mirrors what the Administration should be developing for senior City staff through the Investing in Results effort, which also emphasizes performance and results for the City organization.

2004-2005 Salary Recommendation

Given the current and projected state of the City's budget, for the second year in a row I am unable to recommend base salary increases or merit pay be awarded to any Council appointee in the current fiscal year. Accordingly, *appointees will continue to receive their FY 02-03 base salaries until June 30, 2005, the end of current fiscal year.* It is important to note that if the City Council were in a position to make salary adjustments this fiscal year, the average appointee salary adjustment would have been about 7.7%. This provides a clear indication of how highly the Council regards the performances of all the appointees.

However, in recognition of their leadership and performance, I am recommending that beginning in the new fiscal year that commences on July 1, 2005, each appointee, with the exception of the Independent Police Auditor, receive a 1.5% increase in his or her base salary. This increase is the same percentage as the salary increase to be received by members of the Municipal Employees Union beginning on July 1, 2005. This recommendation is made to recognize in a symbolic way the hard work of the City's administrative leadership.

I know the City Council joins me in expressing appreciation for the leadership and professionalism of all the Council appointees in the past year.